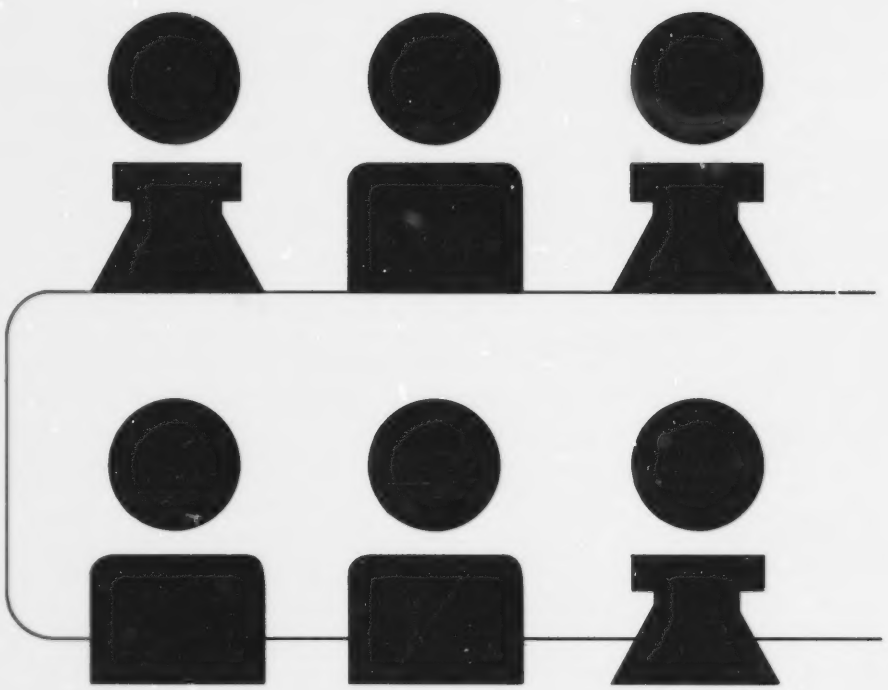
Saskatchewan
Human Resources,
Labour and Employment

Policy Planning
and Research
Branch

Non-Wage Provisions in Saskatchewan Collective Agreements, 1986



Saskatchewan

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Non-Wage Provisions in Saskatchewan Collective Agreements 1986

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Minister

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Foreword

This 14th annual publication provides current information on the non-wage provisions of collective agreements which fall under provincial jurisdiction. The study is based on agreements which were received in 1985 and early 1986.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

We hope that users view this report as timely, complete, consistent, unbiased and authoritative. We therefore welcome suggestions from users in order to provide the most complete and useful information possible.

We appreciate the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This annual publication analyzes selected non-wage provisions in collective agreements in the province which are filed with Saskatchewan Human Resources, Labour and Employment under the terms of The Trade Union Act.

The main body of the report is divided into 16 major provision sections. The data tables in each section are preceded by an analysis of highlights and trends for that section.

The data tables in the study present the information in two ways - the number and per cent of agreements containing each provision and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions.

Information on wages in the province, which is based on an annual survey of both union and non-union establishments, is available in another annual Saskatchewan Human Resources, Labour and Employment publication, Wages and Working Conditions by Occupation.

Inclusions

This year's study analyzes the provisions from a sample of 150 agreements covering 17,287 employees.

The following table summarizes the distribution of all agreements in effect by industry group for October 1986 compared to September 1985. The industrial composite includes all types of industries with the exception of those mentioned under "exclusions" on the next page.

Table 1

Agreements in Effect by Major Industry Group
Saskatchewan, September 1985 and October 1986

Major industry group*	Agreements				Full-time employees			
	No.		%		No.		%	
	Sept 1985	Oct 1986	Sept 1985	Oct 1986	Sept 1985	Oct 1986	Sept 1985	Oct 1986
Agriculture, fishing trapping, logging & forestry	3	3	0.5	0.5	236	214	0.3	0.3
Mining, milling, quarrying & oil well	18	18	3.3	3.3	3,419	3,411	4.9	5.2
Manufacturing	147	145	26.6	26.2	7,514	8,040	10.8	12.1
Transportation & storage	13	11	2.4	2.0	377	336	0.5	0.5
Communications & other utilities	7	7	1.3	1.3	6,522	6,084	9.4	9.2
Wholesale trade	35	36	6.3	6.5	1,412	1,135	2.0	1.7
Retail trade	45	42	8.1	7.6	2,490	2,972	3.6	4.5
Finance & insurance	7	8	1.3	1.4	1,655	1,588	2.4	2.4
Real estate operator & insurance agent	3	3	0.5	0.5	113	96	0.2	0.2
Business service	8	5	1.5	0.9	266	256	0.4	0.4
Government service	66	67	11.9	12.1	18,201	17,756	26.1	26.8
Educational service	64	68	11.6	12.3	6,811	5,398	9.8	8.2
Health & social service	82	87	14.8	15.7	19,118	17,839	27.5	27.0
Accommodation, food & beverage service	14	13	2.5	2.3	963	610	1.4	0.9
Other service	41	39	7.4	7.0	515	418	0.7	0.6
Not available	--	2	--	0.4	--	NA	--	--
Total	553	554	100.0	100.0	69,612	66,153	100.0	100.0

*Excludes teacher, construction and federal jurisdiction agreements.
Source: Saskatchewan Human Resources, Labour and Employment, Policy Planning and Research current agreement file.

Exclusions

Excluded from the study are construction industry agreements, teacher agreements and agreements covered by the Canada Labour Code.

The exclusion of construction industry agreements has been established practice due to their distinctive provisions.

Teacher collective bargaining is covered by The Education Act and therefore is excluded.

Agreements under federal jurisdiction are excluded. These agreements cover the areas of interprovincial and international transportation; radio and television broadcasting including cablevision; telephone and telegraph systems; air transport and aerodromes; banks; grain elevators; flour and feed mills, feed warehouses, and seed cleaning plants; and certain Crown corporations.

Limitations

a) Time and budget constraints prevent the analyses of all agreements in effect (about 600) or all agreements received within the study time frame. The agreements in this study were randomly selected to produce a sample of approximately one-third of agreement arrivals during 1985 and early 1986.

b) There are 150 agreements in this study compared to 157 in 1985, 148 in 1984, 301 in 1983 and 397 in 1982. The smaller sample size in the last three studies may produce trend discrepancies for some provisions. The observed decreases may be attributable to the reduced sample size. For example, an agreement covering a large number of employees would skew the percentage distribution in their favour.

c) Some of the agreements in the study expired before August 1986. In some cases, new terms have not been negotiated. In most cases, however, renewal agreements had not been forwarded to the Department. Agreement arrivals which expired prior to July 1985 were excluded from the sample.

d) As some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied.

e) Agreements do not always contain references to every condition of employment in the workplace. Benefits not mentioned in agreements may exist in practice. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements submitted.

f) Agreements occasionally contain provisions which vary during the term of the agreement (eg. length of service for vacation) or vary by type of employee, by occupational classification or by a number of other factors. Some fields contain coding options which indicate these variances. Otherwise, the provision affecting an identifiable majority of employees in the unit is coded.

g) Some agreements contain provisions which appear to conflict with labour legislation. These discrepancies would occur, for example, if a contract predates a change in labour standards legislation or if the bargaining parties are unaware of all current legislation.

Table 2

Historical Summary of Significant Provision Trends
Saskatchewan, 1982 - 1986

	Per cent of employees				
	1982	1983	1984	1985	1986
Term of agreement:					
- one year	13%	55%	24%	9%	5%
- two years	82	43	74	71	67
- more than 2 years	3	1	1	15	25
Compressed work week	60	77	84	65	68
Single Arbitrator	19	5	17	15	41
Paid holidays:					
eleven or more	78	87	93	76	78
Most popular non-legislated holidays:					
- Boxing Day	97	99	99	96	97
- Easter Monday	37	44	26	43	27
- Floating holiday(s)	20	38	45	15	16
- Mid-winter holiday (February)	14	*	13	2	27
Vacation:					
Four weeks					
- less than 10-year service requirement	48	51	38	42	51
Five weeks	92	96	96	96	94
- less than 20-year service requirement	26	44	37	67	53
Six weeks	33	88	84	84	76
More than six weeks	5	4	2	14	5
COLA clause	62	71	2	2	5
Technological change clause	54	59	51	74	70
Sick leave:					
- Unlimited accumulation of credits	31	12	2	17	7
- Payout of unused credits	35	69	65	56	30
Health and welfare:					
- Long-term disability plan (LTD)	41	53	48	62	80
- Dental plan	32	25	26	48	74
- Weekly indemnity plan	31	36	26	49	68
Employer-paid premiums:[1]					
- Life insurance	71	81	78	83	72
- LTD	29	18	19	21	55
- Sickness and accident weekly indemnity	77	27	74	11	62
- Dental plan	53	38	80	41	79

(continued)

Table 2 (continued)

Historical Summary of Significant Provision Trends
Saskatchewan, 1982 - 1986

	1982	1983	1984	1985	1986
	Per cent of employees				
Maternity leave:					
- Less than 12-month service requirement	21	70	93	36	58
- 18-25 weeks' leave	27	17	26	39	24
- 26 weeks' leave	70	82	74	61	73
Equal pay for equal work	27	33	42	29	19
Sexual harrassment clause	NA	5	41	1	5
Affirmative action clause	19	30	53	19	22
	Per cent of agreements				
Average weekly hours of work:[2]					
Non-office - less than 40 hours	31	35	35	32	24
- 40 hours	67	64	64	60	68
Office - less than 40 hours	62	77	73	71	59
- 40 hours	38	25	24	23	37

[1] Includes only the agreements mentioning plan premiums.

[2] Includes only the agreements reporting hours of work for the specified type of employee.

*Less than one per cent.

Section 1

Collective Agreement Information

Highlights and Trends

Term of Agreement (field 0010)

The number of employees covered by three-year agreements increased in the 1986 sample compared to 1985 with a corresponding decrease in the number covered by one or two-year agreements.

Year	Term: One year	Two years	More than two years
		Agreements	
1982	37%	54%	3%
1983	41	49	2
1984	41	53	3
1985	32	54	10
1986	19	59	16
		Employees	
1982	13%	82%	3%
1983	55	43	1
1984	24	74	1
1985	9	71	15
1986	5	67	25

The following table summarizes the terms of all agreements in effect in October 1986 compared to September 1985.

Term (months)	Agreements No. Sept 1985	Agreements No. Oct 1986	Agreements % Sept 1985	Agreements % Oct 1986	Full-time employees No. Sept 1985	Full-time employees No. Oct 1986	Full-time employees % Sept 1985	Full-time employees % Oct 1986
12 or less	134	86	24.2	15.5	4,586	4,241	6.6	6.4
13-23	23	27	4.2	4.9	1,532	1,243	2.2	1.9
24	343	341	62.0	61.6	54,422	50,877	78.2	76.9
25-36	53	100	9.6	18.0	9,072	9,792	13.0	14.8
Total*	553	554	100.0	100.0	69,612	66,153	100.0	100.0

*Excludes teacher, construction and federal jurisdiction agreements.
Source: Saskatchewan Human Resources, Labour and Employment, Policy Planning and Research Branch, current agreement file.

Size of Bargaining Unit

The following table shows the distribution of all agreements in effect by size of bargaining unit in October 1986 compared to September 1985.

Bargaining unit size (full-time employees)	Agreements				Full-time employees			
	No.		%		No.		%	
	Sept 1985	Oct 1986	Sept 1985	Oct 1986	Sept 1985	Oct 1986	Sept 1985	Oct 1986
- 25	308	316	55.7	57.0	3,292	3,162	4.7	4.8
25- 49	71	74	12.9	13.4	2,550	2,593	3.6	3.9
50- 74	46	37	8.3	6.7	2,799	2,202	4.0	3.3
75- 99	19	20	3.4	3.6	1,649	1,641	2.4	2.5
100-149	24	30	4.4	5.4	2,877	3,611	4.1	5.5
150-199	19	16	3.4	2.9	3,254	2,707	4.7	4.1
200-299	19	15	3.4	2.7	4,482	3,633	6.4	5.5
300-399	13	10	2.4	1.8	4,431	3,367	6.4	5.1
400-499	3	4	0.5	0.7	1,386	1,624	2.0	2.4
500 & over	19	22	3.4	4.0	42,943	41,613	61.7	62.9
not available	12	10	2.2	1.8	--	--	--	--
Total*	553	554	100.0	100.0	69,612	66,153	100.0	100.0

*Excludes teacher, construction and federal jurisdiction agreements.
Source: Saskatchewan Human Resources, Labour and Employment, Policy Planning and Research Branch current agreement file.

More than half the agreements in 1986 covered fewer than 25 full-time employees and a further 24 per cent covered between 25 and 99 employees; therefore, 81 per cent covered fewer than 100 full-time employees. Only 22 or 4 per cent of the agreements in 1986 covered 62.9 per cent of all full-time employees.

When the distribution of agreements by term of agreement and size of bargaining unit in the sample are compared to the distribution of all agreements in effect, the margin of discrepancy is minimal. In other words, the sample appears to be representative of the total.

The following table shows the distribution of agreements included in this sample by size of bargaining unit.

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 25 EMPLOYEES	80	53.33	1102	6.37
26 - 50 EMPLOYEES	25	16.67	915	5.29
51 - 100 EMPLOYEES	17	11.33	1165	6.74
101 - 200 EMPLOYEES	13	8.67	1790	10.35
201 - 500 EMPLOYEES	9	6.00	2727	15.77
501 - 1000 EMPLOYEES	4	2.67	3326	19.24
1001 - 5000 EMPLOYEES	2	1.33	6262	36.22
MORE THAN 5000 EMPLOYEES	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

Section 2

Management Rights and Union Security

FIELD 0100 MANAGEMENT RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	32	21.33	5861	33.90
MENTIONED, WITHOUT RESIDUAL RIGHTS	68	45.33	8628	49.91
MENTIONED, WITH RESIDUAL RIGHTS	50	33.33	2798	16.19
T O T A L	150	100.00	17287	100.00

FIELD 0120 TYPE OF SHOP

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	2	1.33	999	5.78
CLOSED SHOP	4	2.67	117	.68
UNION SHOP	11	7.33	1304	7.54
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	58	38.67	8419	48.70
-WITH RAND FORMULA CHECKOFF	74	49.33	6382	36.92
OTHER	1	.67	66	.38
T O T A L	150	100.00	17287	100.00

FIELD 0140 CHECK-OFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	4	2.67	95	.55
COMPULSORY FOR ALL EMPLOYEES IN BARGAINING UNIT (RAND FORMULA)	73	48.67	6440	37.25
COMPULSORY FOR ALL UNION MEMBERS	17	11.33	3518	20.35
VOLUNTARY (EMPLOYEES AUTHORIZATION)	54	36.00	6972	40.33
OTHER	2	1.33	262	1.52
T O T A L	150	100.00	17287	100.00

FIELD 0160 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	125	83.33	14375	83.15
CROSS PICKET LINES	18	12.00	2327	13.46
HOT CARGOES	2	1.33	94	.54
BOTH	5	3.33	491	2.84
T O T A L	150	100.00	17287	100.00

Section 3

Employee Security

Highlights and Trends

Retention of Seniority During Layoff (field 1060)

Nearly half of the employees in the 1986 study retain seniority and recall rights for more than one year.

	Per cent of employees			
Maximum retention period	1983	1984	1985	1986
Less than one year	12%	6%	15%	8%
One year	33	25	50	31
More than one year	32	57	12	48

The retention period in 10 per cent of the agreements is related to length of service or amount of seniority.

Bumping Rights (field 1070)

More agreements in the 1986 study provide for bumping rights for senior employees on layoff compared to the 1985 study. In 1986, 29 per cent of agreements covering 66 per cent of employees provide for bumping rights compared to 22 per cent of agreements covering 55 per cent of employees in 1985. A few clauses stipulate time limits to exercise bumping rights. These limits are usually between 5 and 15 days. Employees may bump in their own job classification or they may bump up or down to any job they are able and qualified to do. Occasionally, they are allowed a short qualifying period to learn the new job.

A. SENIORITY

FIELD 1020 SENIORITY ON PROMOTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	24	16.00	600	3.47
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	26	17.33	1114	6.44
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	95	63.33	13503	78.11
STRAIGHT SENIORITY	2	1.33	770	4.45
CANNOT DETERMINE	0	.00	0	.00
OTHER	3	2.00	1300	7.52
T O T A L	150	100.00	17287	100.00

FIELD 1040 SENIORITY ON LAYOFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	17	11.33	1388	8.03
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	4.67	323	1.87
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	91	60.67	13139	76.01
STRAIGHT SENIORITY	31	20.67	1939	11.22
CANNOT DETERMINE	2	1.33	357	2.07
OTHER	2	1.33	141	.82
T O T A L	150	100.00	17287	100.00

FIELD 1060 RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	32	21.33	1923	11.12
NO MAXIMUM SPECIFIED	1	.67	16	.09
6 MONTHS OR LESS	14	9.33	745	4.31
7-11 MONTHS	8	5.33	457	2.64
1 YEAR	50	33.33	4704	27.21
13 - 23 MONTHS	8	5.33	1506	8.71
2 YEARS	12	8.00	4554	26.34
MORE THAN 2 YEARS	3	2.00	1200	6.94
RELATED TO AMOUNT OF SENIORITY OR LENGTH OF SERVICE	14	9.33	1813	10.49
MENTIONED BUT NOT SPECIFIED	7	4.67	249	1.44
OTHER	1	.67	120	.69
T O T A L	150	100.00	17287	100.00

FIELD 1070 BUMPING RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	106	70.67	5849	33.83
MENTIONED	44	29.33	11438	66.17
T O T A L	150	100.00	17287	100.00

FIELD 1080 SENIORITY ON RECALL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	29	19.33	1859	10.75
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	3.33	257	1.49
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	87	58.00	12735	73.67
STRAIGHT SENIORITY	24	16.00	1937	11.20
CANNOT DETERMINE	2	1.33	337	1.95
OTHER	3	2.00	162	.94
T O T A L	150	100.00	17287	100.00

FIELD 1100 SENIORITY RIGHTS ON PERMANENT TRANSFER FROM BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	91	60.67	7603	43.98
SENIORITY LOST	5	3.33	306	1.77
RETAINED INDEFINITELY (2)	15	10.00	5722	33.10
RETAINED FOR SPECFD PERIOD ONLY (3)	21	14.00	1175	6.80
ACCUMULATES INDEFINITELY	1	.67	15	.09
ACCUMULATES FOR SPECIFIED PERIOD ONLY (5)	6	4.00	1140	6.59
CANNOT DETERMINE	3	2.00	125	.72
COMBINATION OF 5 & 2	4	2.67	1087	6.29
COMBINATION OF 5 & 3	4	2.67	114	.66
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	17	11.33	230	1.33
LESS THAN 60 DAYS	20	13.33	1750	10.12
60 DAYS	12	8.00	635	3.67
61-89 DAYS	6	4.00	118	.68
90 DAYS	61	40.67	10413	60.24
91-179 DAYS	2	1.33	104	.60
180 DAYS	10	6.67	589	3.41
181-364 DAYS	2	1.33	27	.16
365 DAYS	8	5.33	1497	8.66
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	11	7.33	944	5.46
OTHER	1	.67	980	5.67
T O T A L	150	100.00	17287	100.00

FIELD 1510 TRIAL PERIOD AFTER PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	60	40.00	1676	9.70
LESS THAN 60 DAYS	30	20.00	3515	20.33
60 DAYS	13	8.67	3216	18.60
61-89 DAYS	4	2.67	116	.67
90 DAYS	21	14.00	1727	9.99
91-179 DAYS	1	.67	44	.25
180 DAYS	7	4.67	1079	6.24
181-364 DAYS	0	.00	0	.00
365 DAYS	2	1.33	85	.49
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	9	6.00	4553	26.34
OTHER	3	2.00	1276	7.38
T O T A L	150	100.00	17287	100.00

FIELD 1520 NOTICE OF LAYOFF (WORKING DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	55	36.67	2882	16.67
1-5 DAYS	13	8.67	1153	6.67
6-19 DAYS	15	10.00	845	4.89
20 DAYS	11	7.33	1103	6.38
MORE THAN 20 DAYS	5	3.33	125	.72
VARIES BY LENGTH OF SERVICE:				
-LESS THAN LABOUR STANDARDS	3	2.00	98	.57
-SAME AS LABOUR STANDARDS	31	20.67	2144	12.40
-BETTER THAN LABOUR STANDARDS	14	9.33	7869	45.52
OTHER	3	2.00	1068	6.18
T O T A L	150	100.00	17287	100.00

FIELD 1540 NOTICE OF TERMINATION (WORKING DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	84	56.00	9191	53.17
1-5 DAYS	6	4.00	227	1.31
6-19 DAYS	12	8.00	1472	8.52
20 DAYS	13	8.67	1045	6.05
MORE THAN 20 DAYS	1	.67	28	.16
VARIES BY LENGTH OF SERVICE:				
-LESS THAN LABOUR STANDARDS	2	1.33	54	.31
-SAME AS LABOUR STANDARDS	23	15.33	940	5.44
-BETTER THAN LABOUR STANDARDS	6	4.00	4173	24.14
OTHER	3	2.00	157	.91
T O T A L	150	100.00	17287	100.00

FIELD 1550 PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	89	59.33	7893	45.66
ON LAYOFF	26	17.33	3566	20.63
ON TERMINATION	10	6.67	4649	26.89
BOTH	20	13.33	1031	5.96
STATES 'ACCORDING TO LEGISLATION'	5	3.33	148	.86
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 1600 ALTERNATE EMPLOYMENT FOR OLDER OR HANDICAPPED EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	102	68.00	5894	34.09
MENTIONED	48	32.00	11393	65.91
T O T A L	150	100.00	17287	100.00

FIELD 1660 JOB PROTECTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	91	60.67	12309	71.20
RESTRICTIONS ON CONTRACTING OUT	10	6.67	1074	6.21
RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES	31	20.67	1940	11.22
BOTH	18	12.00	1964	11.36
T O T A L	150	100.00	17287	100.00

NO DISCRIMINATION

FIELD 1700 NO DISCRIMINATION CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	49	32.67	6652	38.48
MENTIONED	101	67.33	10635	61.52
T O T A L	150	100.00	17287	100.00

(A) CLAUSE MENTIONS:

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1710 INTERFERENCE	25	16.67	4337	25.09
1711 RESTRICTION/RESTRAINT	25	16.67	4334	25.07
1712 COERCION	29	19.33	4590	26.55
1713 DISCRIMINATION BY UNION	25	16.67	3688	21.33

(B) WITH RESPECT TO:

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1715 HIRING	16	10.67	3145	18.19
1716 WAGE RATES	18	12.00	3172	18.35
1717 TRAINING/UPGRADING	18	12.00	3172	18.35
1718 PROMOTION	16	10.67	3159	18.27
1719 TRANSFER	17	11.33	3166	18.31
1720 LAYOFF/RECALL	18	12.00	3187	18.44
1721 DISCIPLINE	17	11.33	3166	18.31
1722 CLASSIFICATION/RECLASSIFICATIO	14	9.33	3097	17.92
1723 DISCHARGE	17	11.33	3166	18.31
1724 "OR OTHERWISE"	14	9.33	3120	18.05
1725 OTHER	5	3.33	185	1.07

(C) BY REASON OF:

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1730 AGE	50	33.33	6872	39.75
1731 SEX	66	44.00	8114	46.94
1732 RACE/RACIAL ORIGIN	64	42.67	7215	41.74
1733 CREED	55	36.67	6950	40.20
1734 COLOUR	66	44.00	8093	46.82
1735 NATIONAL ORIGIN/PLACE OF ORIGIN/ANCESTRY	51	34.00	7529	43.55
1736 RELIGIOUS AFFILIATION/BELIEFS	53	35.33	7682	44.44
1737 POLITICAL AFFILIATION/BELIEFS	47	31.33	6838	39.56
1738 POLITICAL ACTIVITY	4	2.67	1192	6.90
1739 SEXUAL ORIENTATION	15	10.00	2292	13.26
1740 MARITAL STATUS	37	24.67	4610	26.67
1741 FAMILY RELATIONSHIP	7	4.67	286	1.65
1742 PLACE OF RESIDENCE	17	11.33	2072	11.99
1743 PHYSICAL HANDICAP	14	9.33	1228	7.10
1744 MEMBERSHIP/NON-MEMBERSHIP IN UNION	62	41.33	7140	41.30
1745 UNION ACTIVITY	72	48.00	8770	50.73
1746 "OR ANY OTHER REASON"	6	4.00	71	.41
1747 OTHER	13	8.67	1390	8.04

Section 4

Grievance Procedure

Highlights and Trends

Arbitration (field 2100)

The table below shows a shift toward single arbitrators in the 1986 study.

	Per cent of employees				
	1982	1983	1984	1985	1986
Single arbitrator	19%	5%	17%	15%	41%
Tripartite board	57	64	55	42	34
Choice of alternatives	7	13	10	38	6

No Strike/No Lockout Clause (field 0180)

The number of employees covered by a no strike/no lockout clause decreased from 61 per cent in 1985 to 49 per cent in 1986. A few clauses prevent work stoppages during negotiations for renewal agreements as well as during the term of the agreement.

GRIEVANCE PROCEDURE
MAXIMUM DURATION SPECIFIED:

FIELD 2020 A) INITIAL PRESENTATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	2	1.33	55	.32
5 DAYS OR LESS	64	42.67	7628	44.13
6-9 DAYS	8	5.33	1725	9.98
10 DAYS	28	18.67	1418	8.20
11-14 DAYS	8	5.33	2790	16.14
15 DAYS OR MORE	20	13.33	1857	10.74
NOT SPECIFIED	10	6.67	1095	6.33
VARIES BY TYPE OF GRIEVANCE	9	6.00	698	4.04
OTHER	1	.67	21	.12
T O T A L	150	100.00	17287	100.00

FIELD 2025 B) TOTAL NUMBER OF STEPS (INCL. INITIAL PRESENTATION & ARBITRATION)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	1	.67	35	.20
3 STEPS OR LESS	90	60.00	5201	30.09
4 STEPS	49	32.67	7955	46.02
5 STEPS	9	6.00	3956	22.88
MORE THAN 5 STEPS	1	.67	140	.81
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 2030 C) TOTAL TIME SPECIFIED FOR STEPS IN (B)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	1	.67	35	.20
LESS THAN 30 WORKING DAYS	14	9.33	376	2.18
30-39 DAYS	14	9.33	591	3.42
40-49 DAYS	20	13.33	2907	16.82
50-59 DAYS	22	14.67	873	5.05
60 OR MORE	55	36.67	11681	67.57
CANNOT DETERMINE	23	15.33	762	4.41
OTHER	1	.67	62	.36
T O T A L	150	100.00	17287	100.00

FIELD 2060 COMPENSATION FOR GRIEVANCE WORK

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	46	30.67	3728	21.57
PAID (NO LOSS IN PAY OR BENEFITS)	102	68.00	13482	77.99
UNPAID	0	.00	0	.00
PARTLY PAID	0	.00	0	.00
CANNOT DETERMINE IF PAID/UNPAID	2	1.33	77	.45
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 2100 ARBITRATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	2	1.33	50	.29
STATES 'ACCORDING TO LEGISLATION'	22	14.67	3171	18.34
SINGLE ARBITRATOR	24	16.00	7161	41.42
ARBITRATION BOARD (TRIPARTITE)	90	60.00	5819	33.66
CHOICE OF ALTERNATIVES	12	8.00	1086	6.28
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 2120 SPECIFIC ARBITRATORS OR CHAIRMAN OF ARBITRATION BOARD

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	87.33	14046	81.25
NAMED IN AGREEMENT	15	10.00	2777	16.06
LIST MENTIONED, NAME(S) NOT SPECIFIED	4	2.67	464	2.68
T O T A L	150	100.00	17287	100.00

FIELD 0180 NO-STRIKE/NO LOCK-OUT CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	63	42.00	8739	50.55
DURING TERM OF AGREEMENT	75	50.00	7181	41.54
WHILE NEGOTIATING SUBSEQUENT AGREEMENT	0	.00	0	.00
BOTH	12	8.00	1367	7.91
T O T A L	150	100.00	17287	100.00

Section 5

Hours of Work

Highlights and Trends

Average Weekly Hours (fields 2540, 2600)

Office employees still work shorter hours, on average, than non-office employees. In the 1986 sample, 68 per cent of agreements report average weekly hours of 40 hours for non-office employees and 24 per cent report less than 40 hours. The reverse is true for office employees where 37 per cent of agreements report 40 hours and 59 per cent report less than 40 hours. In the above calculations, only agreements which had the specific type of employee were included, i.e. the "not applicable" agreements were excluded.

Compressed Work Week (fields 2640, 2650)

The percentage of employees covered by agreements which provide for compressed work weeks for all or some employees in the bargaining unit increased slightly in the 1986 study compared to 1985.

	Per cent of employees
1982	60%
1983	77
1984	84
1985	65
1986	68

There is a great variety in the types of arrangements and the scheduling of earned-time off. In most cases, the earned-time off is taken on Friday. In some cases, the earned-time off is mutually scheduled within the following three- or four-week period in conjunction with days of rest or paid holidays. A few agreements indicate that the earned-time off may not be scheduled next to a paid holiday (no four-day weekends).

Flextime Schedule (field 2660)

The percentage of employees with agreements which provided for flexible hours of work continued to decrease in 1986.

	Per cent of employees
1982	10%
1983	30
1984	41
1985	12
1986	7

Reporting Pay Guarantee (field 5000)

Seventy per cent of employees in the 1986 sample have agreements which have this provision, an increase from 1985.

	Per cent of employees
1982	67%
1983	45
1984	48
1985	60
1986	70

AVERAGE/NORMAL WEEKLY HOURS

FIELD 2540 NON-OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	4	2.67
LESS THAN 36 HOURS	6	4.00
36:00-36:59	4	2.67
37:00-37:59	13	8.67
38:00-38:59	8	5.33
39:00-39:59	2	1.33
40 HOURS	92	61.33
MORE THAN 40 HOURS	3	2.00
NOT APPLICABLE	11	7.33
OTHER	7	4.67
T O T A L	150	100.00

FIELD 2600 OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	0	.00
LESS THAN 36 HOURS	17	11.33
36:00-36:59	9	6.00
37:00-37:59	14	9.33
38:00-38:59	4	2.67
39:00-39:59	1	.67
40 HOURS	28	18.67
MORE THAN 40 HOURS	0	.00
NOT APPLICABLE	74	49.33
OTHER	3	2.00
T O T A L	150	100.00

COMPRESSED WORK WEEK (INCLUDING BANKING)

FIELD 2640 (A) PARTICIPATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
COMPRESSED WORK WEEK NOT MENTIONED	99	66.00	5459	31.58
APPLIES TO ALL EMPLOYEES	20	13.33	7099	41.07
APPLIES TO SOME EMPLOYEES	20	13.33	2676	15.48
CANNOT DETERMINE	10	6.67	2048	11.85
OTHER	1	.67	5	.03
T O T A L	150	100.00	17287	100.00

FIELD 2650 (B) TYPE(S) OF COMPRESSED WORK WEEK

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
COMPRESSED WORK WEEK NOT MENTIONED	99	66.00	5459	31.58
BANKING SCHEDULES:				
5-4	3	2.00	419	2.42
5-5-4	5	3.33	2633	15.23
5-5-5-4	3	2.00	66	.38
OTHER BANKING SCHEDULE	12	8.00	938	5.43
COMBINATION OF TWO OR MORE OF THE ABOVE	9	6.00	4593	26.57
4-DAY WEEK	11	7.33	1325	7.66
BANKING AND 4-DAY WEEK	4	2.67	1116	6.46
CANNOT DETERMINE TYPE	0	.00	0	.00
OTHER	4	2.67	738	4.27
T O T A L	150	100.00	17287	100.00

FIELD 2660 PROVISION FOR A FLEXTIME SCHEDULE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	140	93.33	16153	93.44
MENTIONED	10	6.67	1134	6.56
T O T A L	150	100.00	17287	100.00

FIELD 2680 DAILY PAID REST PERIODS (COFFEE BREAKS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	54	36.00	3958	22.90
10 MIN. TWICE A DAY	17	11.33	734	4.25
12 MIN. TWICE A DAY	1	.67	20	.12
15 MIN. TWICE A DAY	69	46.00	11013	63.71
20 MIN. TWICE A DAY	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	8	5.33	1327	7.68
OTHER	1	.67	235	1.36
T O T A L	150	100.00	17287	100.00

FIELD 2700 REST PERIOD(S) BEFORE OR DURING OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	118	78.67	11442	66.19
MENTIONED	32	21.33	5845	33.81
T O T A L	150	100.00	17287	100.00

FIELD 2720 OTHER PAID TIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	74.67	6774	39.19
TRAVEL TIME	12	8.00	6950	40.20
LUNCH PERIOD (DURING REGULAR HOURS OR CERTAIN SHIFTS)	12	8.00	2203	12.74
WASHUP,CLEANUP OR CLOTHES CHANGING PERIOD	7	4.67	392	2.27
1 & 2	4	2.67	78	.45
1 & 3	1	.67	75	.43
2 & 3	2	1.33	815	4.71
1,2&3	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5000 REPORTING PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	80	53.33	5138	29.72
2 HOURS	2	1.33	3717	21.50
3 HOURS	18	12.00	3878	22.43
4 HOURS	43	28.67	3222	18.64
MORE THAN 4 HOURS	4	2.67	1041	6.02
DEPENDS ON WHETHER EMPLOYEE WORKS	1	.67	60	.35
OTHER	2	1.33	231	1.34
T O T A L	150	100.00	17287	100.00

Section 6

Overtime Pay

Highlights and Trends

Daily Overtime Rate (field 3000)

Note the trend back to double time in 1986 compared to previous years in the following table.

	Per cent of employees				
	1982	1983	1984	1985	1986
Time and one-half	7%	5%	5%	7%	10%
Double time	27	31	22	20	40
Progressive rate	65	64	69	60	48

Call-back Guarantee (field 5020)

Almost all employees in the 1986 sample (84 per cent) are covered by this guarantee. The most popular guarantee is two hours at overtime rates (56 per cent of employees). In some cases, the guarantee includes travelling to and from work and in others, the guarantee is higher if employees are called between midnight and 7 a.m. or on statutory holidays or scheduled days off.

FIELD 3000 RATE AFTER NORMAL DAILY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	10	6.67	1243	7.19
SINGLE RATES:				
TIME AND ONE-HALF	45	30.00	1471	8.51
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	16	10.67	6443	37.27
MORE THAN DOUBLE TIME	0	.00	0	.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	3	2.00	65	.38
2 HOURS	20	13.33	1765	10.21
3 HOURS	27	18.00	1091	6.31
4 HOURS	21	14.00	3682	21.30
MORE THAN 4 HOURS	4	2.67	1114	6.44
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	4	2.67	413	2.39
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 3040 RATE ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	46	30.67	3156	18.26
SINGLE RATES:				
TIME AND ONE-HALF	23	15.33	2146	12.41
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	51	34.00	10923	63.19
MORE THAN DOUBLE TIME	0	.00	0	.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	2	1.33	108	.62
3 HOURS	7	4.67	284	1.64
4 HOURS	11	7.33	223	1.29
MORE THAN 4 HOURS	4	2.67	111	.64
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	3	2.00	178	1.03
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	3	2.00	158	.91
T O T A L	150	100.00	17287	100.00

FIELD 3060 RATE ON SUNDAY OR SECOND DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	41	27.33	2989	17.29
SINGLE RATES:				
TIME AND ONE-HALF	8	5.33	115	.67
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	89	59.33	13770	79.66
MORE THAN DOUBLE TIME	1	.67	12	.07
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	0	.00	0	.00
3 HOURS	1	.67	28	.16
4 HOURS	5	3.33	137	.79
MORE THAN 4 HOURS	2	1.33	58	.34
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	3	2.00	178	1.03
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 3065 RATE ON PAID HOLIDAYS (UNSCHEDULED)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	36	24.00	2919	16.89
SINGLE RATES:				
TIME AND ONE-HALF	44	29.33	1652	9.56
TIME AND THREE-QUARTERS	1	.67	18	.10
DOUBLE TIME	53	35.33	10984	63.54
MORE THAN DOUBLE TIME	7	4.67	477	2.76
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	1	.67	25	.14
3 HOURS	2	1.33	48	.28
4 HOURS	0	.00	0	.00
MORE THAN 4 HOURS	1	.67	40	.23
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	1	.67	750	4.34
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	1	.67	5	.03
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	3	2.00	369	2.13
T O T A L	150	100.00	17287	100.00

FIELD 3070 NO LAYOFF OR REDUCTION OF HOURS TO COMPENSATE FOR OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	123	82.00	15621	90.36
MENTIONED	27	18.00	1666	9.64
T O T A L	150	100.00	17287	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	70.00	7562	43.74
MENTIONED	45	30.00	9725	56.26
T O T A L	150	100.00	17287	100.00

FIELD 3100 RIGHT TO REFUSE OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	89	59.33	5107	29.54
VOLUNTARY	30	20.00	5870	33.96
VOLUNTARY EXCEPT IN CASES OF EMERGENCY	17	11.33	5792	33.50
EMPLOYEE MAY NOT UNREASONABLY REFUSE	13	8.67	499	2.89
OTHER	1	.67	19	.11
T O T A L	150	100.00	17287	100.00

FIELD 3120 DISTRIBUTION OF OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	110	73.33	12986	75.12
MENTIONED	40	26.67	4301	24.88
T O T A L	150	100.00	17287	100.00

FIELD 3140 MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	70.00	12509	72.36
LESS THAN $4	2	1.33	80	.46
$4 TO $4.99	1	.67	19	.11
$5 TO $5.99	7	4.67	1024	5.92
$6 TO $6.99	5	3.33	135	.78
$7 TO $7.99	2	1.33	98	.57
$8 TO $8.99	3	2.00	782	4.52
$9.00 OR MORE	0	.00	0	.00
MEAL PROVIDED, AMOUNT NOT SPECIFIED	25	16.67	2640	15.27
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5020 CALL-BACK PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	50	33.33	2741	15.86
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	5	3.33	215	1.24
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	13	8.67	2329	13.47
2 HOURS	1	.67	5	.03
3 HOURS	2	1.33	67	.39
4 HOURS	4	2.67	418	2.42
2 HOURS AT OVERTIME RATES	27	18.00	8148	47.13
3 HOURS AT OVERTIME RATES	19	12.67	1181	6.83
4 HOURS AT OVERTIME RATES	15	10.00	1758	10.17
OTHER	14	9.33	425	2.46
T O T A L	150	100.00	17287	100.00

FIELD 3160 TRANSPORTATION/ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	134	89.33	10115	58.51
ON CALL-BACK	11	7.33	3207	18.55
FOR CERTAIN SHIFTS	4	2.67	253	1.46
BOTH	1	.67	3712	21.47
T O T A L	150	100.00	17287	100.00

Section 7

Premium Pay

Highlights and Trends

Miscellaneous Premiums (fields 3701 - 3799)

The following table summarizes the percentage of employees covered by agreements which provide for the specific premiums.

	Per cent of employees			
	1983	1984	1985	1986
Responsibility premium	53%	59%	37%	47%
Stand-by or on-call premium	65	63	53	46
Hazardous-work premium	41	55	12	25
Dirty-work premium	8	4	1	21

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	62	41.33	3189	18.45
CENTS PER HOUR:LESS THAN 40	23	15.33	2756	15.94
40-49	21	14.00	788	4.56
50-59	16	10.67	6206	35.90
60-69	8	5.33	2889	16.71
70 OR MORE	3	2.00	67	.39
FLAT AMOUNT PER SHIFT	6	4.00	925	5.35
PERCENT OF REGULAR PAY	3	2.00	39	.23
REDUCED HOURS AT FULL PAY	1	.67	35	.20
COMBINATION OF PREMIUM AND REDUCED HOURS	1	.67	21	.12
OTHER	6	4.00	372	2.15
T O T A L	150	100.00	17287	100.00

FIELD 3520 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	63	42.00	3151	18.23
CENTS PER HOUR: LESS THAN 40	18	12.00	2482	14.36
40-49	18	12.00	599	3.47
50-59	19	12.67	6429	37.19
60-69	11	7.33	3089	17.87
70 OR MORE	4	2.67	129	.75
FLAT AMOUNT PER SHIFT	6	4.00	925	5.35
PERCENT OF REGULAR PAY	3	2.00	39	.23
REDUCED HOURS AT FULL PAY	1	.67	35	.20
COMBINATION OF PREMIUM AND REDUCED HOURS	1	.67	21	.12
OTHER	6	4.00	388	2.24
T O T A L	150	100.00	17287	100.00

FIELD 3540 PYRAMIDING OF OVERTIME AND PREMIUM PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	70.00	5134	29.70
ALLOWED	6	4.00	137	.79
NOT ALLOWED	38	25.33	12000	69.42
OTHER	1	.67	16	.09
T O T A L	150	100.00	17287	100.00

HIGHER SERVICE PAY

FIELD 3560 (A) MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	48	32.00	2578	14.91
NO MINIMUM SPECIFIED	31	20.67	1465	8.47
LESS THAN ONE DAY	15	10.00	2889	16.71
ONE DAY	20	13.33	3743	21.65
TWO DAYS	5	3.33	146	.84
THREE DAYS	8	5.33	4906	28.38
MORE THAN THREE DAYS	12	8.00	773	4.47
VARIES DEPENDING ON CIRCUMSTANCES	6	4.00	462	2.67
CANNOT DETERMINE	4	2.67	110	.64
OTHER	1	.67	215	1.24
T O T A L	150	100.00	17287	100.00

FIELD 3580 (B) RATE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	47	31.33	2557	14.79
RATE OF HIGHER RATED CLASSIFICATION	50	33.33	5065	29.30
MINIMUM RATE OF HIGHER RATED CLASSIFICATION	9	6.00	4583	26.51
PERCENT INCREASE	6	4.00	604	3.49
FLAT RATE	10	6.67	387	2.24
THE GREATER OF TWO OR MORE OF THE ABOVE	13	8.67	1018	5.89
VARIES DEPENDING ON CIRCUMSTANCES	11	7.33	2815	16.28
CANNOT DETERMINE	1	.67	21	.12
OTHER	3	2.00	237	1.37
T O T A L	150	100.00	17287	100.00

MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY PREMIUM (LEAD/CHARGE HAND, ACTING FOREMAN, SUPERVISOR, ETC.)	45	30.00	8048	46.56
3702 STAND-BY, ON-CALL PREMIUM	25	16.67	7996	46.25
3703 HAZARDOUS WORK PREMIUM	5	3.33	4309	24.93
3704 DIRTY WORK PREMIUM	9	6.00	3643	21.07
3705 WEEKEND (SCHEDULED) OR CONSECUTIVE WEEKEND PREMIUM	24	16.00	9879	57.15
3706 PREMIUM FOR SCHEDULED WORK ON PAID HOLIDAYS	15	10.00	4305	24.90
3707 LONG SERVICE PAY/PREMIUM	18	12.00	3788	21.91
3799 OTHER PREMIUM(S)	21	14.00	3861	22.33

Section 8

Statutory/Paid Holidays

Highlights and Trends

Paid Holidays (fields 4000, 4020)

Almost all employees are entitled to more than the nine legislated paid holidays. The percentage of employees entitled to 11 or more days increased slightly from 76 per cent in the 1985 study to 78 per cent in the 1986 study.

	Per cent of employees				
	1982	1983	1984	1985	1986
10 - 10 1/2 days	22%	13%	6%	21%	19%
11 - 11 1/2 days	73	84	87	72	70
12 days or more	5	3	6	4	8

The most popular non-legislated holidays are:

	Per cent of employees				
	1982	1983	1984	1985	1986
Boxing Day	97%	99%	99%	96%	97%
Easter Monday	37	44	26	43	27
Floating Holiday(s)	20	38	45	15	16
Mid-winter holiday (February)	14	*	13	2	27

*Less than one per cent

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
9 DAYS	9	6.00	534	3.09
10 DAYS	65	43.33	3193	18.47
10 1/2 DAYS	2	1.33	139	.80
11 DAYS	55	36.67	12034	69.61
11 1/2 DAYS	1	.67	29	.17
12 DAYS	13	8.67	1294	7.49
13 DAYS	4	2.67	56	.32
14 DAYS	0	.00	0	.00
14 1/2 DAYS	0	.00	0	.00
15 DAYS OR MORE	1	.67	8	.05
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
BOXING DAY	139	92.67	16740	96.84
NEW YEAR'S EVE, 1/2 DAY	5	3.33	108	.62
NEW YEAR'S EVE DAY	5	3.33	859	4.97
CHRISTMAS EVE, 1/2 DAY	8	5.33	276	1.60
CHRISTMAS EVE DAY	7	4.67	229	1.32
EASTER MONDAY	31	20.67	4737	27.40
MUNICIPAL FAIR DAY/CIVIC HOLIDAY	1	.67	5	.03
MID-WINTER HOLIDAY (FEBRUARY)	6	4.00	4619	26.72
FLOATING HOLIDAY, NEGOTIATED BETWEEN UNION/EMPLOYER:				
-1 DAY	23	15.33	1773	10.26
-2 DAYS	3	2.00	932	5.39
EASTER SUNDAY	1	.67	8	.05
DAY AFTER NEW YEAR'S DAY	1	.67	8	.05
MAY 1ST/MAY DAY	2	1.33	128	.74
HERITAGE DAY	8	5.33	446	2.58
FLOATING/PERSONAL HOLIDAY (EMPLOYEE CHOICE):				
-1 DAY	2	1.33	38	.22
-2 DAYS	1	.67	24	.14
OTHER, 1 DAY	2	1.33	10	.06

FIELD 4180 SERVICE/WORK REQUIREMENT FOR HOLIDAY PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	123	82.00	10457	60.49
SERVICE REQUIREMENT	1	.67	3712	21.47
WORK REQUIREMENT	25	16.67	3102	17.94
BOTH	1	.67	16	.09
T O T A L	150	100.00	17287	100.00

Section 9

Paid Vacation

Highlights and Trends

Seven and Eight Weeks' Vacation (fields 4580, 4600)

In the 1986 sample, 10 agreements covering five per cent of employees provide for seven weeks' vacation, a decrease from 14 per cent in 1985. Only one agreement covering 12 employees provides for eight weeks' vacation in the 1986 sample. There was only one agreement in each of the 1984 and 1985 studies as well.

Supplementary Paid Vacation/Vacation Bonus (field 4760)

The percentage of employees who have agreements providing for supplementary vacation or vacation bonuses decreased from 49 per cent in the 1984 sample to 20 per cent in 1985 and 14 per cent in 1986. Employees may be entitled to extra vacations or pay for reasons of long service, winter vacations, and pre-retirement vacations.

	Per cent of employees
1982	13%
1983	40
1984	49
1985	20
1986	14

Displaced or Deferred Vacation (field 4770)

The percentage of employees who have agreements which provide for this deferral for unforeseen, approved leaves of absence such as illness or bereavement which occur during their vacation period decreased from 84 per cent in 1984 to 70 per cent in 1985 and 63 per cent in 1986. In cases of illness, hospitalization or a doctor's certificate is usually required.

Vacation Carry-over (field 4780)

Almost two-thirds of employees in the 1986 sample have agreements which provide for the carry-over of vacation into the next vacation year.

	Per cent of employees
1982	51%
1983	77
1984	69
1985	72
1986	65

In most cases, carry-over is limited to one week or is allowed only after a certain amount of service. In several agreements, carry-over is considered favourably only once every three or four years.

SERVICE REQUIREMENT FOR:

FIELD 4500 (A) THREE WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	3	2.00	315	1.82
1 YEAR	120	80.00	15064	87.14
MORE THAN 1 YEAR	1	.67	140	.81
STATES 'ACCORDING TO LEGISLATION'	24	16.00	780	4.51
OTHER	2	1.33	988	5.72
T O T A L	150	100.00	17287	100.00

FIELD 4520 (B) FOUR WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
1 - 4 YEARS	5	3.33	1035	5.99
5 YEARS	16	10.67	1806	10.45
6 YEARS	7	4.67	3216	18.60
7 YEARS	7	4.67	208	1.20
8 YEARS	21	14.00	2080	12.03
9 YEARS	10	6.67	389	2.25
10 YEARS	59	39.33	7802	45.13
MORE THAN 10 YEARS	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	24	16.00	743	4.30
OTHER	1	.67	8	.05
T O T A L	150	100.00	17287	100.00

FIELD 4540 (C) FIVE WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	36	24.00	990	5.73
LESS THAN 10 YEARS	4	2.67	1315	7.61
10-14 YEARS	22	14.67	1498	8.67
15 YEARS	6	4.00	331	1.91
16 YEARS	8	5.33	1050	6.07
17 YEARS	12	8.00	3558	20.58
18 YEARS	9	6.00	450	2.60
19 YEARS	4	2.67	516	2.98
20 YEARS	33	22.00	6926	40.06
MORE THAN 20 YEARS	15	10.00	643	3.72
OTHER	1	.67	10	.06
T O T A L	150	100.00	17287	100.00

FIELD 4560 (D) SIX WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	89	59.33	4074	23.57
LESS THAN 20 YEARS	10	6.67	1763	10.20
20-24 YEARS	15	10.00	1275	7.38
25 YEARS	8	5.33	1823	10.55
26 YEARS	0	.00	0	.00
27 YEARS	2	1.33	86	.50
28 YEARS	1	.67	21	.12
29 YEARS	1	.67	76	.44
30 YEARS	24	16.00	8169	47.26
MORE THAN 30 YEARS	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 4580 (E) SEVEN WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	140	93.33	16441	95.11
LESS THAN 25 YEARS	8	5.33	749	4.33
25 OR MORE	2	1.33	97	.56
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 4600 (F) EIGHT WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	149	99.33	17275	99.93
MENTIONED	1	.67	12	.07
T O T A L	150	100.00	17287	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	1	.67	10	.06
3 WEEKS	0	.00	0	.00
4 WEEKS	35	23.33	980	5.67
5 WEEKS	51	34.00	3045	17.61
6 WEEKS	52	34.67	12385	71.64
7 WEEKS	10	6.67	855	4.95
8 WEEKS	1	.67	12	.07
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 4760 SUPPLEMENTARY PAID VACATION/ VACATION BONUS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	90.67	14908	86.24
SUPPLEMENTARY PAID VACATION (DAYS)	10	6.67	1181	6.83
VACATION BONUS (MONEY)	1	.67	812	4.70
BOTH	2	1.33	102	.59
CHOICE	1	.67	284	1.64
T O T A L	150	100.00	17287	100.00

FIELD 4770 DISPLACED OR DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	70.00	6438	37.24
MENTIONED	45	30.00	10849	62.76
T O T A L	150	100.00	17287	100.00

FIELD 4780 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	97	64.67	4676	27.05
LIMITED	28	18.67	4498	26.02
UNLIMITED	3	2.00	2568	14.86
NOT ALLOWED	19	12.67	1393	8.06
OTHER	3	2.00	4152	24.02
T O T A L	150	100.00	17287	100.00

Section 10

Severance Pay

Highlights and Trends

Severance Pay (fields 5120-5180)

The percentage of employees covered by a severance pay provision decreased slightly in the 1986 study compared to 1985. In most cases, severance pay is available for more than one type of severance and is almost always available for termination or layoff due to technological change.

	Per cent of employees				
	1982	1983	1984	1985	1986
Provision for severance pay	79%	91%	79%	83%	80%
For more than one reason for severance	28	43	47	46	26
For technological change severance only	40	31	23	7	39

In the majority of cases in 1986, the calculation of severance pay was graduated to years of service, ie. higher rate for longer service. Another popular calculation is one week's pay per year of service.

FIELD 5120 (A) AVAILABLE ON:

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	85	56.67	3452	19.97
RETIREMENT	6	4.00	499	2.89
PERMANENT LAYOFF	10	6.67	1555	9.00
TERMINATION OF EMPLOYMENT	8	5.33	430	2.49
TERMINATION OR LAYOFF DUE TO TECHNOLOGICAL CHANGE	17	11.33	6754	39.07
COMBINATION OF THE ABOVE	19	12.67	4444	25.71
MENTIONED BUT NOT SPECIFIED	5	3.33	153	.89
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5140 (B) MINIMUM LENGTH OF SERVICE TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	86	57.33	3506	20.28
1 YEAR OR LESS	16	10.67	6007	34.75
2-4 YEARS	6	4.00	183	1.06
5 YEARS	5	3.33	1158	6.70
6-9 YEARS	0	.00	0	.00
10 YEARS	8	5.33	995	5.76
MORE THAN 10 YEARS	2	1.33	120	.69
VARIES BY REASON FOR SEVERANCE OR LENGTH OF SERVICE	5	3.33	3003	17.37
NO MINIMUM SPECIFIED	22	14.67	2315	13.39
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5160 (C) CALCULATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	85	56.67	3452	19.97
WEEKS OF PAY PER YEAR OF SERVICE:				
LESS THAN 1 WEEK	5	3.33	298	1.72
1 WEEK	27	18.00	3065	17.73
2 WEEKS	2	1.33	432	2.50
GRADUATED TO LENGTH OF SERVICE	5	3.33	4655	26.93
PERCENT OF UNUSED SICK-LEAVE CREDIT	9	6.00	946	5.47
PERCENT OF EARNINGS IN GIVEN PERIOD	3	2.00	61	.35
FLAT AMOUNT	2	1.33	138	.80
COMBINATION	5	3.33	3056	17.68
CANNOT DETERMINE	3	2.00	120	.69
OTHER	4	2.67	1064	6.15
T O T A L	150	100.00	17287	100.00

FIELD 5180 (D) MAXIMUM AMOUNT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	87	58.00	3633	21.02
LESS THAN 26 WEEKS	10	6.67	4743	27.44
26 WEEKS	4	2.67	985	5.70
MORE THAN 26 WEEKS	0	.00	0	.00
PERCENT OF UNUSED SICK-LEAVE CREDITS	7	4.67	889	5.14
PERCENT OF EARNINGS IN SPECIFIED PERIOD	2	1.33	43	.25
FLAT AMOUNT	2	1.33	138	.80
VARIES DEPENDING ON LENGTH OF SERVICE	12	8.00	1827	10.57
COMBINATION	3	2.00	110	.64
CANNOT DETERMINE	21	14.00	3655	21.14
OTHER	2	1.33	1264	7.31
T O T A L	150	100.00	17287	100.00

Section 11

Cost-of-Living Adjustments

Highlights and Trends

Cost of Living Adjustment (COLA) (fields 5500-5660)

A trend towards fewer COLA clauses in agreements has been evident since 1983.

	Per cent of Agreements	Per cent of Employees
1982	19%	62%
1983	23	71
1984	5	2
1985	6	2
1986	4	5

Four per cent of the employees in the 1986 study have agreements with a COLA clause which provides for a decline in the Consumer Price Index.

FIELD 5500 TYPE OF FORMULA

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	96.00	16386	94.79
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	4	2.67	846	4.89
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	2	1.33	55	.32
CANNOT DETERMINE	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5600 FREQUENCY OF REVIEW

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	96.00	16386	94.79
MONTHLY	0	.00	0	.00
QUARTERLY	2	1.33	761	4.40
SEMI-ANNUALLY	1	.67	23	.13
ANNUAL	2	1.33	55	.32
SINGLE REVIEW	1	.67	62	.36
IRREGULAR INTERVALS	0	.00	0	.00
CANNOT DETERMINE	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5640 TYPE OF ADJUSTMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	96.00	16386	94.79
FLOAT OR ADD-ON	1	.67	62	.36
TOTAL FOLD-IN	4	2.67	89	.51
PARTIAL FOLD-IN	1	.67	750	4.34
CANNOT DETERMINE	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 5660 OTHER COLA PROVISIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	146	97.33	16476	95.31
TRIGGERED FORMULA	2	1.33	50	.29
PROVISION FOR DECLINE IN CPI	2	1.33	761	4.40
BOTH	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

Section 12

Technological Change

Highlights and Trends

Technological Change (fields 6000-6080)

The percentage of employees covered by a technological change provision decreased slightly to 70 per cent in the 1986 study from 74 per cent in 1985.

	Per cent of employees
1982	54%
1983	59
1984	51
1985	74
1986	70

The legislated requirement of 90 days is the most common notice provided to the union. Almost all agreements with this provision provide for training, retraining or relocation assistance and some form of employment security (usually related to wage rates) for employees affected by technological change. Most agreements with this provision provide for labour/management consultation on technological change matters.

FIELD 6000 MINIMUM NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	95	63.33	5246	30.35
LESS THAN 90 DAYS	4	2.67	249	1.44
90 DAYS	19	12.67	8498	49.16
MORE THAN 90 DAYS	5	3.33	466	2.70
STATES 'ACCORDING TO LEGISLATION'	11	7.33	931	5.39
MENTIONED BUT NOT SPECIFIED	16	10.67	1897	10.97
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	119	79.33	7457	43.14
TRAINING, RETRAINING	22	14.67	4383	25.35
RELOCATION ASSISTANCE/ALLOWANCE	1	.67	812	4.70
BOTH	8	5.33	4635	26.81
T O T A L	150	100.00	17287	100.00

FIELD 6060 EMPLOYMENT SECURITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	118	78.67	6857	39.67
MENTIONED	32	21.33	10430	60.33
T O T A L	150	100.00	17287	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	124	82.67	8543	49.42
COMMITTEE MENTIONED	7	4.67	3957	22.89
CONSULTATION ONLY MENTIONED	19	12.67	4787	27.69
T O T A L	150	100.00	17287	100.00

Section 13

Health and Welfare Benefits

Highlights and Trends

Annual Sick Leave (field 6540)

As has been the case in recent years, virtually all employees in the 1986 study (99%) have paid sick-leave coverage. Approximately one-quarter of the employees are credited with a flat monthly or annual allowance (frequently 15 days annually). The remainder (74%) are completely or partially covered by an insurance plan such as a weekly indemnity plan, a significant increase from 46 per cent in 1985. In many cases, employees covered by a plan also have a few days credited annually to cover the waiting period, usually with no accumulation.

	Per cent of employees	
	Flat allowance only	Insurance plan
1982	71%	19%
1983	65	28
1984	72	25
1985	49	46
1986	24	74

Maximum Accumulation of Unused Sick-Leave Credits (field 6560)

Unlimited accumulation of unused sick-leave credits has been declining in popularity since 1982.

	Per cent of employees
1982	31%
1983	12
1984	2
1985	17
1986	7

Conversion of Unused Sick-leave Credits (field 6580)

Thirty per cent of the employees in the 1986 sample have agreements which provide for full or partial conversion of unused credits to cash or days off on retirement, layoff, termination, or at year end, a significant decrease from 56 percent in 1985.

	Per cent of employees
1982	35%
1983	69
1984	65
1985	56
1986	30

In almost all cases, only partial conversion is provided. Only five agreements provide for annual conversion. The degree of conversion is often related to length of service with a maximum amount usually specified.

Health and Welfare Plans (fields 6600-6980)

The following table summarizes the percentage of employees covered by agreements which mention the specific health and welfare plans. (In some cases, plans exist but are not mentioned in agreements.)

	Per cent of employees				
	1982	1983	1984	1985	1986
Extended medical	na	5%	8%	6%	15%
Life insurance	69	85	88	75	86
Accidental death and disability	19	11	24	16	51
Long-term disability	41	53	48	62	80
Sickness and accident weekly indemnity	31	36	26	49	68
Pension plan	69	46	40	89	84
Dental plan	32	25	26	48	74
Optical/drug plan	8	5	8	6	5

Note the large increase for the accidental death and disability, long-term disability and dental plans.

Life Insurance Plan (field 6640)

Over 70 per cent of employees in the 1986 sample have employers who pay the entire premium for this plan, a decrease from 1985. In the following table, only agreements which mention life insurance and the premium contribution are included.

	Per cent of employees
1982	71%
1983	81
1984	78
1985	83
1986	72

Long-term Disability Plan (fields 6720-6780)

Considerably more employers paid 100 per cent of the premium for this plan in 1986 compared to 1985. Only those agreements which mention this plan and the premium contribution are considered in the following table.

	Per cent of employees	
	Premium shared 50-50	100% employer paid
1982	69%	29%
1983	80	18
1984	80	19
1985	79	21
1986	40	55

The waiting period is usually 17 weeks. The benefit is generally between 51 and 70 per cent of normal salary and payable to normal retirement age.

Sickness and Accident Weekly Indemnity Plan (fields 6800-6840)

The following table shows significant annual fluctuations in the sharing of premiums for this plan. Only agreements which mention the plan and the premium contribution are included.

	Per cent of employees	
	Shared 50-50	100 percent employer paid
1982	19%	77%
1983	70	27
1984	4	74
1985	83	11
1986	8	62

The duration of benefits is usually 17 or 26 weeks.

Pension Plan (field 6860)

Almost all employees in the 1986 study (84%) have agreements which mention a pension plan, a slight decrease from 89 per cent in 1985. In several cases, the pension plan is a Registered Retirement Savings Plan.

Early Retirement (field 6880)

The percentage of employees covered by agreements which provide for early retirement increased to 17 per cent in 1986 compared to 8 per cent in 1985.

Mandatory Retirement/Retirement Extensions (field 6910)

In the 1986 study, 33 per cent of employees have agreements which mention mandatory retirement, a decrease from 43 per cent in 1985. In many cases, employment extensions are available beyond retirement age.

Dental Plan (field 6920)

The percentage of employees covered by a dental plan increased substantially from 26 per cent in 1984 and 48 per cent in 1985 to 74 per cent in 1986. In most cases, the employer pays the entire premium.

FIELD 6540 ANNUAL SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	11	7.33	249	1.44
LESS THAN 12 DAYS	6	4.00	170	.98
12 DAYS	7	4.67	116	.67
13-14 DAYS	0	.00	0	.00
15 DAYS	35	23.33	2686	15.54
16-23 DAYS	16	10.67	572	3.31
24 DAYS	3	2.00	95	.55
MORE THAN 24 DAYS	0	.00	0	.00
VARIES BY LENGTH OF SERVICE	1	.67	312	1.80
COVERED BY HEALTH INSURANCE PLAN	27	18.00	3154	18.24
FLAT ALLOWANCE PLUS COVERAGE BY INSURANCE PLAN	37	24.67	9273	53.64
MENTIONED BUT NOT SPECIFIED	6	4.00	258	1.49
OTHER	1	.67	402	2.33
T O T A L	150	100.00	17287	100.00

FIELD 6550 PROOF OF ILLNESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	60	40.00	5044	29.18
MAY BE REQUIRED	67	44.67	7567	43.77
IS REQUIRED	8	5.33	149	.86
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	15	10.00	4527	26.19
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6560 MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	20	13.33	419	2.42
LESS THAN 120 DAYS	16	10.67	325	1.88
120 DAYS	11	7.33	553	3.20
121 - 179 DAYS	7	4.67	195	1.13
180 - 199 DAYS	8	5.33	538	3.11
200 DAYS OR MORE	8	5.33	1123	6.50
UNLIMITED ACCUMULATION	7	4.67	1238	7.16
ACCUMULATION NOT ALLOWED	4	2.67	115	.67
COMPLETE OR PARTIAL COVERAGE BY HEALTH INSURANCE PLAN	63	42.00	12421	71.85
MENTIONED BUT NOT SPECIFIED	6	4.00	360	2.08
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6570 SICK-LEAVE BANKS, EXTENSIONS, TRANSFERS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	84.00	11840	68.49
SICK LEAVE EXTENSION (AFTER ACCUMULATED CREDITS EXHAUSTED):				
-PAID	6	4.00	164	.95
-UNPAID	11	7.33	1075	6.22
-BOTH	0	.00	0	.00
SICK LEAVE BANK	5	3.33	391	2.26
TRANSFER OF CREDITS TO OTHER EMPLOYEES	0	.00	0	.00
COMBINATION	1	.67	105	.61
OTHER	1	.67	3712	21.47
T O T A L	150	100.00	17287	100.00

FIELD 6575 OTHER ALLOWABLE DEDUCTIONS FROM SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	123	82.00	8742	50.57
FAMILY ILLNESS	6	4.00	523	3.03
HOUSEHOLD OR DOMESTIC EMERGENCY	0	.00	0	.00
OTHER REASONS	8	5.33	2660	15.39
COMBINATION	13	8.67	5362	31.02
T O T A L	150	100.00	17287	100.00

FIELD 6580 CONVERSION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	120	80.00	12062	69.77
ANNUAL CONVERSION TO CASH OR DAYS OFF	5	3.33	330	1.91
CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.:				
-FULL	3	2.00	97	.56
-PARTIAL	19	12.67	4584	26.52
COMBINATION	2	1.33	45	.26
OTHER	1	.67	169	.98
T O T A L	150	100.00	17287	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLANS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	84.00	14686	84.95
MENTIONED	24	16.00	2601	15.05
T O T A L	150	100.00	17287	100.00

FIELD 6620 PROVISION FOR HEALTH AND WELFARE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	31	20.67	1648	9.53
HEALTH AND WELFARE PLAN (SINGLE FUND)	12	8.00	545	3.15
SINGLE PLAN	12	8.00	632	3.66
MORE THAN ONE PLAN	93	62.00	14431	83.48
CANNOT DETERMINE	2	1.33	31	.18
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

LIFE INSURANCE PLAN

FIELD 6640 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	56	37.33	2429	14.05
LESS THAN 50%	0	.00	0	.00
50%	21	14.00	1866	10.79
51-99%	4	2.67	287	1.66
100%	33	22.00	6786	39.25
MENTIONED BUT NOT SPECIFIED	33	22.00	5620	32.51
OTHER	3	2.00	299	1.73
T O T A L	150	100.00	17287	100.00

FIELD 6660 (B) AMOUNT OF BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	57	38.00	2442	14.13
LESS THAN $10,000	7	4.67	3125	18.08
$10,000-$14,999	5	3.33	224	1.30
$15,000-$19,999	6	4.00	1014	5.87
$20,000-$24,999	4	2.67	927	5.36
$25,000-$29,999	4	2.67	610	3.53
$30,000 OR MORE	2	1.33	95	.55
VARIES WITH DEPENDENTS, MARITAL STATUS OR EARNINGS	22	14.67	5584	32.30
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	43	28.67	3266	18.89
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

ACCIDENTAL DEATH & DISABILITY PLAN

FIELD 6680 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	94	62.67	8462	48.95
LESS THAN 50%	0	.00	0	.00
50%	11	7.33	455	2.63
51-99%	1	.67	33	.19
100%	13	8.67	1526	8.83
PLAN MENTIONED, DETAILS NOT SPECIFIED	30	20.00	6651	38.47
OTHER	1	.67	160	.93
T O T A L	150	100.00	17287	100.00

FIELD 6700 (B) AMOUNT OF BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	95	63.33	8475	49.03
LESS THAN $10,000	2	1.33	29	.17
$10,000-$14,999	1	.67	8	.05
$15,000-$19,999	2	1.33	28	.16
$20,000-$24,999	2	1.33	767	4.44
$25,000-$29,999	2	1.33	180	1.04
$30,000 OR MORE	3	2.00	149	.86
VARIES WITH DEPENDENTS, MARITAL STATUS OR EARNINGS	18	12.00	5633	32.59
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	25	16.67	2018	11.67
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

LONG-TERM DISABILITY/ INCOME CONTINUANCE PLAN

FIELD 6720 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	84	56.00	3405	19.70
LESS THAN 50%	0	.00	0	.00
50%	11	7.33	1398	8.09
51-99%	2	1.33	38	.22
100%	14	9.33	1917	11.09
EMPLOYEE PAID	5	3.33	194	1.12
PLAN MENTIONED, DETAILS NOT SPECIFIED	34	22.67	10335	59.78
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6740 (B) WAITING PERIOD

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	86	57.33	3436	19.88
LESS THAN 17 WEEKS	5	3.33	235	1.36
17 WEEKS	4	2.67	2590	14.98
18-25 WEEKS	0	.00	0	.00
26 WEEKS	3	2.00	203	1.17
27-51 WEEKS	0	.00	0	.00
52 WEEKS	4	2.67	853	4.93
MORE THAN 52 WEEKS	0	.00	0	.00
PLAN MENTIONED, DETAILS NOT SPECIFIED	48	32.00	9970	57.67
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6760 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	85	56.67	3417	19.77
TO NORMAL RETIREMENT	16	10.67	4181	24.19
LESS THAN NORMAL RETIREMENT	1	.67	235	1.36
PLAN MENTIONED, DETAILS NOT SPECIFIED	47	31.33	9435	54.58
OTHER	1	.67	19	.11
T O T A L	150	100.00	17287	100.00

FIELD 6780 (D) PERCENT OF WAGE GUARANTEED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	84	56.00	3405	19.70
50% OR LESS	1	.67	40	.23
51-64%	4	2.67	2730	15.79
65-70%	9	6.00	1003	5.80
MORE THAN 70%	5	3.33	765	4.43
PLAN MENTIONED, DETAILS NOT SPECIFIED	41	27.33	8352	48.31
OTHER	6	4.00	992	5.74
T O T A L	150	100.00	17287	100.00

SICKNESS & ACCIDENT WEEKLY INDEMNITY PLAN

FIELD 6800 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	52.67	5513	31.89
LESS THAN 50%	1	.67	31	.18
50%	10	6.67	381	2.20
51-99%	6	4.00	362	2.09
100%	20	13.33	2740	15.85
PLAN MENTIONED, DETAILS NOT SPECIFIED	31	20.67	7337	42.44
OTHER	3	2.00	923	5.34
T O T A L	150	100.00	17287	100.00

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	52.67	5513	31.89
LESS THAN $200	2	1.33	255	1.48
$201-249	1	.67	67	.39
$250-299	11	7.33	476	2.75
$300-349	7	4.67	1897	10.97
$350 OR MORE	1	.67	812	4.70
VARIES ACCORDING TO LENGTH OF SERVICE	2	1.33	3722	21.53
PERCENT OF REGULAR EARNINGS, NO MAXIMUM SPECIFIED	23	15.33	3207	18.55
PLAN MENTIONED, DETAILS NOT SPECIFIED	24	16.00	1338	7.74
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	52.67	5513	31.89
LESS THAN 17 WEEKS	5	3.33	254	1.47
17 WEEKS	5	3.33	2644	15.29
18-25 WEEKS	1	.67	5	.03
26 WEEKS	14	9.33	4964	28.72
27-51 WEEKS	1	.67	812	4.70
52 WEEKS	7	4.67	1114	6.44
MORE THAN 52 WEEKS	2	1.33	81	.47
PLAN MENTIONED, DETAILS NOT SPECIFIED	36	24.00	1900	10.99
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 6860 EMPLOYER'S CONTRIBUTION TO PENSION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	65	43.33	2770	16.02
LESS THAN 50%	0	.00	0	.00
50%	9	6.00	689	3.99
51-99%	1	.67	980	5.67
100%	4	2.67	819	4.74
FLAT RATE	15	10.00	1120	6.48
PLAN MENTIONED, DETAILS NOT SPECIFIED	54	36.00	10870	62.88
OTHER	2	1.33	39	.23
T O T A L	150	100.00	17287	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	90.67	14389	83.24
MENTIONED	14	9.33	2898	16.76
T O T A L	150	100.00	17287	100.00

FIELD 6910 MANDATORY RETIREMENT/EXTENSIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	122	81.33	11551	66.82
MANDATORY-EXTENSIONS MENTIONED	20	13.33	3587	20.75
-EXTENSIONS NOT MENTIONED	8	5.33	2149	12.43
T O T A L	150	100.00	17287	100.00

FIELD 6920 EMPLOYER'S CONTRIBUTION TO DENTAL PLAN PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	88	58.67	4544	26.29
LESS THAN 50%	0	.00	0	.00
50%	7	4.67	654	3.78
51-99%	2	1.33	127	.73
100%	16	10.67	7008	40.54
FLAT RATE	19	12.67	1014	5.87
PLAN MENTIONED, DETAILS NOT SPECIFIED	17	11.33	3888	22.49
OTHER	1	.67	52	.30
T O T A L	150	100.00	17287	100.00

FIELD 6960 OPTICAL OR PRESCRIPTION DRUG PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	141	94.00	16347	94.56
OPTICAL PLAN	6	4.00	127	.73
PRESCRIPTION DRUG PLAN	2	1.33	29	.17
BOTH	1	.67	784	4.54
T O T A L	150	100.00	17287	100.00

FIELD 6980 EMPLOYEE ASSISTANCE PROGRAM (DRUG/ALCOHOL ABUSE, MENTAL ILLNESS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	143	95.33	15884	91.88
MENTIONED	7	4.67	1403	8.12
T O T A L	150	100.00	17287	100.00

Section 14

Occupational Health and Safety

Highlights and Trends

Health and Safety Clause (fields 7500-7720)

In the 1986 sample, 82 per cent of employees have agreements which have a health and safety clause and 61 per cent have agreements which mention a joint occupational health and safety committee. A few agreements have clauses which deal with toxic chemicals or substances in the work place. Clauses pertaining to visual display terminals (VDTs) are becoming more detailed and may mention:

- reassignment for pregnant VDT operators;
- frequent rest periods;
- maximum operating time per day;
- leave with pay for annual eye examinations;
- eye examinations prior to working on a VDT;
- extra cost of eye examinations paid by the employer;
- special lenses and glasses paid by employer; and/or
- testing of VDTs on a regular basis.

There are six agreements in the 1986 sample which have a VDT clause.

Employer Supplements to Workers' Compensation Benefits (fields 7820-7840)

The percentage of employees with agreements which provide for these supplements decreased from 86 per cent in 1984 and 75 per cent in 1985 to 60 per cent in 1986. With a few exceptions, the supplement usually yields employees 100 per cent of their normal salary from both sources. In most cases, the maximum duration of the supplement is one year.

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	45	30.00	3135	18.14
MENTIONED	105	70.00	14152	81.86
T O T A L	150	100.00	17287	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	75	50.00	6793	39.30
MENTIONED	75	50.00	10494	60.70
T O T A L	150	100.00	17287	100.00

FIELD 7720 RIGHT TO REFUSE DANGEROUS WORK

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	86.67	14704	85.06
MENTIONED	20	13.33	2583	14.94
T O T A L	150	100.00	17287	100.00

EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS:

FIELD 7820 (A) PERCENT EMPLOYEE RECEIVES FROM BOTH SOURCES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	87	58.00	6865	39.71
LESS THAN 100%	1	.67	12	.07
100%	58	38.67	7818	45.22
CANNOT DETERMINE	3	2.00	42	.24
OTHER	1	.67	2550	14.75
T O T A L	150	100.00	17287	100.00

FIELD 7840 (B) MAXIMUM DURATION OF SUPPLEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	92	61.33	6978	40.37
LESS THAN 26 WEEKS	7	4.67	371	2.15
26 WEEKS	6	4.00	451	2.61
27-51 WEEKS	3	2.00	120	.69
52 WEEKS	21	14.00	7620	44.08
MORE THAN 52 WEEKS	5	3.33	401	2.32
WHOLLY OR PARTLY CHARGED AGAINST SICK-LEAVE CREDITS	2	1.33	65	.38
FOR DURATION OF DISABILITY OR COMPENSATION	9	6.00	1134	6.56
MENTIONED BUT NOT SPECIFIED	5	3.33	147	.85
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 7920 SAFETY APPAREL/EQUIPMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	93	62.00	7847	45.39
SUPPLIED AT: NO COST TO EMPLOYEE	27	18.00	2681	15.51
SOME COST TO EMPLOYEE	5	3.33	3786	21.90
MONETARY ALLOWANCE FOR PURCHASE &/OR REPLACEMENT	13	8.67	705	4.08
COMBINATION	10	6.67	2131	12.33
MENTIONED, COST SHARING NOT SPECIFIED	2	1.33	137	.79
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

Section 15

Leave of Absence Provisions

Highlights and Trends

Leaves of Absence (fields 8000-8440)

The percentage of employees who had agreements which provided for the various leaves of absence since 1982 is summarized below:

	Per cent of employees				
	1982	1983	1984	1985	1986
Paid bereavement leave					
- immediate family	97%	98%	48%	98%	75%
- travel extension	na	33	9	12	16
- other relatives or non-relatives	na	39	16	31	21
Paid compassionate leave	65	75	68	35	51
Personal leave for good reason (unpaid)	91	92	95	87	79
General union business	97	96	98	97	93
- negotiations	61	41	28	26	42
Paid jury duty	69	68	57	[illegible]	83
Education leave	64	58	51	51	27
Adoption leave	47	65	65	55	57
Paternity leave	8	40	64	51	44
Maternity leave	75	89	91	87	79

Paid Bereavement Leave (fields 8000-8010)

Three-quarters of the employees in the 1986 study have access to paid bereavement leave, a decrease from 98 per cent in 1985. Three days paid leave for bereavement or serious illness in the immediate family is the norm. Numerous agreements now include common-law relationships and in some cases this is defined. Typically, the amount of paid leave available for funeral leave for other relatives or non-relatives is one day. Approximately one-fifth of employees have access to this leave.

Leave of Absence for General Union Business (field 8080)

Almost all employees (93% in 1986) have agreements which provide for this leave. General union business usually includes regular union meetings, conferences, conventions, and daily union business, but excludes leave for negotiating agreements (see field 8100), leave for full-time position with the union (field 8090), and grievance-committee leave (field 2060). In almost all cases, general union business leave is unpaid although occasionally the leave is paid by the employer with reimbursement from the union.

Restrictions on Union Leave (field 8120)

Over half of the employees in the 1986 sample (57%) have agreements which place restrictions on the amount of union leave available and/or the number of employees eligible for this leave over a specified period of time or at any one time. In most cases, the restriction is related to leave for general union business.

Unpaid Adoption Leave (field 8200)

Of the 57 per cent of employees with agreements in the 1986 sample which mention this leave, 75 per cent are eligible for unpaid leave in excess of the legislated requirement of six weeks, a slight increase from 71 per cent in 1985.

Maternity Leave (fields 8240-8340)

Of the agreements with clauses specifying a service requirement for maternity leave, the percentage of employees covered by agreements which provide for a service requirement which is less than the legislated 12 months increased from 36 per cent in 1985 to 58 per cent in 1986.

	Per cent of employees	
	Service requirement	
	Less than 12 months	12 months
1982	21%	79%
1983	70	30
1984	93	7
1985	36	64
1986	58	42

The amount of maternity leave available is often 26 weeks. Only 18 per cent of employees in 1986 are restricted to the legislated requirement of 18 weeks.

	Per cent of employees	
	Maximum duration	
	18 - 25 weeks	26 weeks
1982	27%	70%
1983	17	82
1984	26	74
1985	39	61
1986	24	73

In many cases, extensions are available for medical complications. Of the employees in 1986 who have agreements which mention seniority rights during maternity leave, 48 per cent may accumulate seniority while on leave, a decrease from 66 per cent in 1985. A few agreements provide for paid or partly paid maternity leave.

FIELD 8000 NORMAL PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS IN IMMEDIATE FAMILY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	12	8.00	4354	25.19
LESS THAN 3 DAYS	3	2.00	243	1.41
3 DAYS	79	52.67	5107	29.54
4 DAYS	11	7.33	1469	8.50
5 DAYS	17	11.33	703	4.07
MORE THAN 5 DAYS	5	3.33	335	1.94
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	5	3.33	905	5.24
INDEFINITE OR NOT SPECIFIED	12	8.00	2964	17.15
LEAVE IS UNPAID	1	.67	50	.29
CANNOT DETERMINE IF PAID/UNPAID	2	1.33	1004	5.81
OTHER	3	2.00	153	.89
T O T A L	150	100.00	17287	100.00

FIELD 8005 PAID BEREAVEMENT LEAVE EXTENSION FOR TRAVEL OR SPECIAL CIRCUMSTANCES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	109	72.67	14451	83.59
1 DAY	6	4.00	204	1.18
2 DAYS	7	4.67	115	.67
3 DAYS	0	.00	0	.00
MORE THAN 3 DAYS	1	.67	18	.10
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	19	12.67	2123	12.28
CANNOT DETERMINE AMOUNT	2	1.33	12	.07
EXTENSION IS UNPAID	4	2.67	82	.47
CANNOT DETERMINE IF PAID/UNPAID	1	.67	67	.39
OTHER	1	.67	215	1.24
T O T A L	150	100.00	17287	100.00

FIELD 8010 PAID BEREAVEMENT/FUNERAL LEAVE FOR OTHER RELATIVES OR NON-RELATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	95	63.33	13739	79.48
1/2 DAY	8	5.33	114	.66
1 DAY	30	20.00	2665	15.42
MORE THAN 1 DAY	6	4.00	98	.57
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	3	2.00	103	.60
CANNOT DETERMINE AMOUNT	1	.67	13	.08
LEAVE IS UNPAID	7	4.67	555	3.21
CANNOT DETERMINE IF PAID/UNPAID	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 8020 PAID COMPASSIO' ATE LEAVE (OTHER THAN BEREAVEME..T)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	97	64.67	8444	48.85
DEDUCTED FROM SICK-LEAVE CREDITS	14	9.33	1227	7.10
AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	24	16.00	1581	9.15
DEDUCTION FROM SICK-LEAVE DEPENDS ON CIRCUMSTANCES	2	1.33	3730	21.58
MENTIONED BUT NOT SPECIFIED	5	3.33	1954	11.30
LEAVE IS UNPAID	5	3.33	278	1.61
OTHER	3	2.00	73	.42
T O T A L	150	100.00	17287	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE (UNPAID) ON GOOD REASON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	54	36.00	3648	21.10
6 MONTHS OR LESS	23	15.33	2234	12.92
7-11 MONTHS	0	.00	0	.00
1 YEAR	8	5.33	514	2.97
MORE THAN 1 YEAR	0	.00	0	.00
NOT SPECIFIED OR INDEFINITE	63	42.00	8323	48.15
OTHER	2	1.33	2568	14.86
T O T A L	150	100.00	17287	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	39	26.00	1204	6.96
PAID BY EMPLOYER	6	4.00	1071	6.20
PAID, UNION REIMBURSEMENT	13	8.67	3581	20.71
UNPAID	83	55.33	10848	62.75
CANNOT DETERMINE	7	4.67	553	3.20
OTHER	2	1.33	30	.17
T O T A L	150	100.00	17287	100.00

FIELD 8090 LEAVE OF ABSENCE FOR FULL-TIME POSITION WITH UNION (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	87	58.00	6037	34.92
LESS THAN 1 YEAR	12	8.00	400	2.31
1 YEAR	16	10.67	5396	31.21
MORE THAN 1 YEAR OR EXTENSION AVAILABLE	22	14.67	4293	24.83
NOT SPECIFIED	7	4.67	498	2.88
LEAVE IS PAID	2	1.33	422	2.44
OTHER	4	2.67	241	1.39
T O T A L	150	100.00	17287	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	111	74.00	10091	58.37
PAID BY EMPLOYER	27	18.00	1964	11.36
PAID, UNION REIMBURSEMENT	2	1.33	89	.51
UNPAID	4	2.67	3798	21.97
CANNOT DETERMINE	4	2.67	1130	6.54
OTHER	2	1.33	215	1.24
T O T A L	150	100.00	17287	100.00

FIELD 8120 RESTRICTION ON AMOUNT OF UNION LEAVE &/OR NUMBER OF EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	72	48.00	7434	43.00
FOR GENERAL UNION BUSINESS	58	38.67	7778	44.99
FOR NEGOTIATIONS	4	2.67	192	1.11
BOTH	16	10.67	1883	10.89
T O T A L	150	100.00	17287	100.00

FIELD 8180 PAID ADOPTION/PATERNITY/ MARRIAGE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	143	95.33	16426	95.02
ADOPTION	0	.00	0	.00
PATERNITY	0	.00	0	.00
MARRIAGE	3	2.00	730	4.22
1&2	3	2.00	113	.65
1&3	0	.00	0	.00
2&3	1	.67	18	.10
1,2&3	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 8200 ADOPTION LEAVE (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	113	75.33	7398	42.80
LESS THAN 6 WEEKS	0	.00	0	.00
6 WEEKS (LEGISLATION)	19	12.67	2372	13.72
7 WEEKS TO 3 MONTHS	6	4.00	617	3.57
MORE THAN 3 MOS.,LESS THAN 6 MOS.	1	.67	3712	21.47
6 MONTHS	7	4.67	3062	17.71
MORE THAN 6 MONTHS	2	1.33	28	.16
OTHER	2	1.33	98	.57
T O T A L	150	100.00	17287	100.00

FIELD 8220 PATERNITY LEAVE (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	118	78.67	9655	55.85
LESS THAN 6 WEEKS	0	.00	0	.00
6 WEEKS (LEGISLATION)	23	15.33	6898	39.90
7 WEEKS TO 3 MONTHS	4	2.67	344	1.99
MORE THAN 3 MOS.,LESS THAN 6 MOS.	1	.67	6	.03
6 MONTHS	3	2.00	374	2.16
OTHER	1	.67	10	.06
T O T A L	150	100.00	17287	100.00

MATERNITY LEAVE (UNPAID)

FIELD 8240 (A) ELIGIBILITY (SERVICE REQUIREMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	67	44.67	3635	21.03
LESS THAN 6 MONTHS	2	1.33	38	.22
6 MONTHS	2	1.33	871	5.04
7-11 MONTHS	11	7.33	856	4.95
12 MONTHS	17	11.33	674	3.90
MORE THAN 12 MONTHS	0	.00	0	.00
PROBATIONARY PERIOD	4	2.67	3003	17.37
STATES 'ACCORDING TO LABOUR STANDARDS'	21	14.00	4974	28.77
NO MINIMUM SPECIFIED	26	17.33	3236	18.72
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 8260 (B) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	65	43.33	3608	20.87
LESS THAN 18 WEEKS	1	.67	19	.11
18 WEEKS	11	7.33	510	2.95
19-25 WEEKS	9	6.00	541	3.13
26 WEEKS	28	18.67	6407	37.06
27-51 WEEKS	2	1.33	38	.22
52 WEEKS	6	4.00	228	1.32
MORE THAN 52 WEEKS	1	.67	10	.06
STATES 'ACCORDING TO LABOUR STANDARDS'	20	13.33	1041	6.02
MENTIONED BUT NOT SPECIFIED	7	4.67	4885	28.26
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 8280 (C) EXTENSION AVAILABLE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	74.67	8751	50.62
MENTIONED	38	25.33	8536	49.38
T O T A L	150	100.00	17287	100.00

FIELD 8340 (D) SENIORITY DURING LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	73	48.67	4310	24.93
SENIORITY RETAINED	31	20.67	1771	10.24
SENIORITY ACCUMULATED	18	12.00	2329	13.47
SENIORITY ACCUMULATED UP TO A CERTAIN PERIOD THEN RETAINED	3	2.00	3823	22.11
STATES 'ACCORDING TO LABOUR STANDARDS'	20	13.33	1139	6.59
MENTIONED BUT NOT SPECIFIED	5	3.33	3915	22.65
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 8400 PAID WITNESS/JURY DUTY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	41	27.33	2860	16.54
MENTIONED-NO RESTRICTIONS	102	68.00	14095	81.54
-RESTRICTIONS (IE. TIME OR AMOUNT PAID)	7	4.67	332	1.92
T O T A L	150	100.00	17287	100.00

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	119	79.33	11912	68.91
MAXIMUM HOURS ANNUALLY:				
LESS THAN 8 HOURS	2	1.33	86	.50
8-12 HOURS	1	.67	111	.64
13-15 HOURS	0	.00	0	.00
16 HOURS	5	3.33	2858	16.53
MORE THAN 16 HOURS	9	6.00	565	3.27
MAXIMUM NOT SPECIFIED	11	7.33	1667	9.64
OTHER	3	2.00	88	.51
T O T A L	150	100.00	17287	100.00

FIELD 8440 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	82	54.67	9242	53.46
EDUCATION LEAVE	29	19.33	1738	10.05
PUBLIC OFFICE LEAVE (RUN FOR OR HOLD)	8	5.33	403	2.33
OTHER LEAVES NOT REPORTED ELSEWHERE	10	6.67	381	2.20
1&2	5	3.33	926	5.36
1&3	8	5.33	962	5.56
2&3	2	1.33	2570	14.87
1,2,&3	6	4.00	1065	6.16
T O T A L	150	100.00	17287	100.00

Section 16

Miscellaneous Provisions

Highlights and Trends

Equal Pay, Affirmative Action, Sexual Harrassment (field 9400)

The trend discrepancies in recent years in the following table for these low frequency provisions may be due to the reduced sample size. For example, an agreement covering a large number of employees would skew the percentage distribution in their favour.

	Per cent of employees				
	1982	1983	1984	1985	1986
Equal pay for equal work	27%	33%	42%	29%	19%
Sexual harassment clause	na	5	41	1	5
Affirmative action clause	19	30	53	19	22

Proration of Benefits for Part-time Employees (field 9460)

Three-quarters of employees in the 1986 sample have agreements which provide for proration of some or all benefits for part-time employees.

	Per cent of employees
1982	49%
1983	55
1984	56
1985	75
1986	76

Clauses related to part-time employees are frequently lengthy and detailed. It is often difficult to determine how many or which benefits are prorated. The provisions often vary depending on type of part-time employee, ie. temporary, casual, student, etc.

In most cases, part-time employees are laid off before permanent or probationary employees. There are often restrictions on the length of temporary or casual appointments and limits on the ratio of part-time employees to permanent employees. Many clauses state that part-time employees cannot be used to reduce the hours of full-time employees and/or they cannot be hired to fill a position which can be filled by a permanent employee. In some cases, part-time positions are reclassified to full-time positions if the hours of a part-time position exceed a certain minimum in a specified period of time. The participation of part-time employees in health and welfare plans is sometimes optional.

Part-time employees are generally eligible for overtime payments after regular full-time hours although occasionally they are eligible after their regular scheduled hours.

Some part-time employees are eligible for regular increments, usually based on minimum hours worked. Some have access to unpaid vacation leave in addition to vacation pay.

Probationary periods and the seniority rights of part-time employees are usually based on hours worked. The payment or non-payment of union dues by part-time employees is rarely mentioned in agreements.

The 1987 study of non-wage provisions will incorporate several selected provisions for part-time employees.

FIELD 9120 REOPENER CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	123	82.00	11930	69.01
RELATES TO: WAGES &/OR PREMIUMS	2	1.33	162	.94
JOB CLASSSIFICATIONS & RATES OF PAY	13	8.67	1045	6.05
HOURS OF WORK	2	1.33	32	.19
TECHNOLOGICAL CHANGE	1	.67	5	.03
GENERAL PROVISIONS	5	3.33	273	1.58
COMBINATION	4	2.67	3840	22.21
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 9220 CLOTHING AND/OR UNIFORMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	68	45.33	4342	25.12
SUPPLIED AT: NO COST TO EMPLOYEE	51	34.00	10108	58.47
SOME COST TO EMPLOYEE	10	6.67	269	1.56
MONETARY ALLOWANCE	10	6.67	1000	5.78
SUPPLIED AND MONETARY ALLOWANCE	7	4.67	1398	8.09
MENTIONED, COST SHARING CANNOT BE DETERMINED	2	1.33	143	.83
OTHER	2	1.33	27	.16
T O T A L	150	100.00	17287	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	90	60.00	9889	57.20
NO COST TO EMPLOYEE	43	28.67	5367	31.05
SOME COST TO THE EMPLOYEE	5	3.33	1184	6.85
TOTAL COST TO EMPLOYEE	3	2.00	201	1.16
FLAT ALLOWANCE	7	4.67	478	2.77
MENTIONED BUT NOT SPECIFIED	1	.67	46	.27
OTHER	1	.67	122	.71
T O T A L	150	100.00	17287	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	122	81.33	8965	51.86
MEALS	3	2.00	90	.52
LODGING	0	.00	0	.00
BOTH MEALS AND LODGING	10	6.67	3154	18.24
MEALS, LODGING AND INCIDENTAL EXPENSES	10	6.67	4427	25.61
MENTIONED BUT NOT SPECIFIED	5	3.33	651	3.77
OTHER	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 9360 TRAVEL ALLOWANCE (PRIVATE VEHICLE)

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED		113	75.33	7786	45.04
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 20	LESS THAN 9.4	1	.67	3712	21.47
20-24	9.4-15.5	2	1.33	28	.16
25-29	15.6-18.6	3	2.00	2845	16.46
30-34	18.7-21.7	10	6.67	560	3.24
35-39	21.8-24.9	4	2.67	195	1.13
40 OR OVER	25 OR OVER	0	.00	0	.00
FLAT AMOUNT		6	4.00	1058	6.12
COMBINATION		2	1.33	154	.89
MENTIONED BUT NOT SPECIFIED		1	.67	402	2.33
GOVT'T RATE PAID		6	4.00	495	2.86
OTHER		2	1.33	52	.30
T O T A L		150	100.00	17287	100.00

FIELD 9380 OTHER ALLOWANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	122	81.33	8198	47.42
TOOLS/ALLOWANCE	19	12.67	2564	14.83
NORTHERN (ISOLATION) ALLOWANCE	4	2.67	2764	15.99
TRAVEL ALLOWANCE, COMPANY VEHICLE	4	2.67	3741	21.64
1&2	0	.00	0	.00
1&3	1	.67	20	.12
2&3	0	.00	0	.00
1,2&3	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 9400 EQUAL PAY, AFFIRMATIVE ACTION, SEXUAL HARASSMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	117	78.00	11692	67.63
EQUAL PAY FOR SIMILAR WORK OR WORK OF EQUAL VALUE	23	15.33	998	5.77
AFFIRMATIVE ACTION	2	1.33	3766	21.79
SEXUAL HARASSMENT	4	2.67	718	4.15
1&2	0	.00	0	.00
1&3	2	1.33	87	.50
2&3	2	1.33	26	.15
1,2&3	0	.00	0	.00
T O T A L	150	100.00	17287	100.00

FIELD 9420 UPGRADING, TRAINING, APPRENTICESHIP

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	94	62.67	4914	28.43
ON-THE-JOB OR OFF-PREMISES UPGRADING, TRAINING	42	28.00	6674	38.61
APPRENTICESHIP PROVISIONS	7	4.67	913	5.28
BOTH	7	4.67	4786	27.69
T O T A L	150	100.00	17287	100.00

FIELD 9440 UNION/MANAGEMENT COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	107	71.33	8911	51.55
MENTIONED	43	28.67	8376	48.45
T O T A L	150	100.00	17287	100.00

FIELD 9460 PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	63	42.00	4157	24.05
PART-TIME EXCLUDED FROM SCOPE	1	.67	38	.22
PRORATION OF: ALL BENEFITS	24	16.00	8324	48.15
SOME BENEFITS	23	15.33	2223	12.86
CANNOT DETERMINE	32	21.33	1389	8.03
VARIES BY TYPE OF PART-TIME EMPLOYEE	7	4.67	1156	6.69
T O T A L	150	100.00	17287	100.00

Appendix A

Definitions by Provision Field Number

Field

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. Residual rights clauses provide that rights not specifically modified, abridged, delegated or curtailed in the agreement are reserved to the employer, or they emphasize that the listing of specific rights shall not be deemed to exclude other rights not enumerated.

0120 Type of shop: In a union shop, all bargaining unit employees must become union members within a specified period of time after they are employed as a condition of retaining their employment.

In a modified union shop, employees who are not union members at the time the agreement comes into force are not required to be members; however, new employees must join the union. Maintenance of membership for those already members may or may not be mentioned. A modified union shop with Rand Formula checkoff is a shop where non-union employees are required to pay union dues. (See 0140 below).

0140 Check-off: A system for deducting union dues and assessments from pay cheques and remitting them to the union. Voluntary check-off implies that employees must authorize this in writing.

Compulsory (Rand Formula): A plan developed by Judge Rand which requires non-union employees in the bargaining unit to pay the union a sum equal to union fees as a condition of continuing employment.

0160 Hot cargoes: Material shipped from a plant on strike.

0180 No-strike/no-lockout clause: Prevents a work stoppage by either the union or the employer during the term of an agreement or occasionally while negotiating a subsequent agreement.

1020-1100 Seniority: A term used to designate an employee's status, relative to other employees, for determining the order of layoff, recall, promotion, vacation, etc. In most cases, seniority is based on length of service.

1070 Bumping rights: Also referred to as displacing. On layoff, senior employees may have the right to displace junior employees if they are able and qualified to do the work.

Field

1520-1550 Layoff or termination notice: The minimum required notice or pay in lieu under The Labour Standards Act after three months' continuous employment is one week. The amount of notice or pay in lieu then varies according to length of service from two weeks if one year of service to eight weeks if 10 years or more.

1600 Alternate employment: The employer agrees to provide suitable alternate employment for workers who are unable to perform their normal duties due to advancing age, illness or handicap. In most cases, these employees cannot displace an employee with more seniority.

1660 Contracting out: Refers to an employer contracting out work normally done by members of the bargaining unit. In most cases, contracting out is prohibited or restricted.

2020 Initial presentation: Refers to the first time a grievance is presented to management, not the employee's initial discussion with the steward.

2100 Arbitration: The parties to a dispute agree to be bound by the decision of a third party which may be a single arbitrator or a board.

2640, 2650 Compressed work-week (banking): Regular daily hours are lengthened according to a set schedule and the extra time banked allows for earned time off during a specified period, eg. work nine days in two weeks with the 10th day off (5-4), etc.

2660 Flextime schedule: A system where workers have some freedom in deciding when they start and finish daily work providing they fulfill a minimum daily attendance requirement. They are usually required to be present during certain 'core' hours.

3000-3065 Overtime pay: According to The Labour Standards Act, the minimum overtime payable for work in excess of eight hours per day or 40 hours per week is time and one-half with some exceptions.

3500,3520 Shift differential: Additional compensation for working undesirable or inconvenient work schedules.

3540 Pyramiding: More than one payment for the same hours.

3560,3580 Higher service pay: Compensation for temporarily doing the work of a higher paid position.

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

Field

4500-4600 Vacation: According to **The Labour Standards Act**, all employees with at least one year of service are entitled to three weeks' vacation or pay (3/52). After 10 years' service they are eligible for four weeks' vacation or pay (4/52).

4760 Supplementary vacation/vacation bonus: Refers to supplementary vacation days or vacation pay for long-service, pre-retirement, winter vacation, etc. May be annual, at regular intervals, or once in a lifetime. Includes vacation pay which exceeds the minimum two per cent per week.

4770 Displaced or deferred vacation: If an employee qualifies for sick leave, bereavement or any other approved leave of absence during his/her period of vacation, the displaced vacation days are rescheduled.

5000 Reporting pay: Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guaranteed period.

5020 Call-back guarantee: Minimum number of hours guaranteed to workers who are called back or called out to work outside of regular scheduled hours.

5120-5180 Severance pay: A payment made upon permanent separation of the employee from the company as a result of retirement, termination or permanent layoff. Payment is usually based on years of service or unused sick-leave credits.

5500-5660 Cost of living allowance (COLA): Refers to payments to employees which are intended to reflect changes in the cost of living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

5640 Type of adjustment: A floating COLA does not become part of the wages specified in the agreement but remains a separate hourly payment. A total fold-in means that the wage rates in the contract are permanently changed by the COLA. A partial fold-in occurs when a portion of the COLA is folded into the regular rates or when the COLA remains separate but is paid for more than just regular hours, eg. overtime, shift differentials, vacation pay or welfare benefits.

5660 Triggered formula: A formula which does not come into effect until the CPI changes by a certain specified minimum amount.

6000-6080 Technological change: As defined by **The Trade Union Act**, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees are affected and for collective bargaining to commence.

Field	
6060	Employment security: Refers to wage or employment guarantees such as no reduction in hours or earnings or a graduated reduction in earnings.
6540	Annual sick leave: The number of days of paid sick leave credited each year as opposed to the number of days which can be used. Accumulation is usually on a monthly basis.
6570	Sick leave bank: Employees contribute days into the bank (usually one day annually), matched by the employer, to be used by any employee whose credits are exhausted.
6600	Extended medical benefits plans: Refers to health insurance plans (except those that are coded specifically) over and above the basic provincial medical and hospitalization plan. May include contributions or reimbursement for SHSP/MCIC premiums and such plans as chiropractic, chiropody, GMS, MSI and Blue Cross, etc. Optical, drug and dental plans are analyzed separately.
6620	Health and welfare plan: May consist of a number of separately financed plans or a number of distinct plans financed jointly ("single fund"), or just one plan such as a life insurance plan.
6680,6700	Accidental death and disability plan: Covers the employee for death or disability due to an accident.
6720-6780	Long-term disability/income continuance plan: Provides a long-term income guarantee to employees who may be disabled permanently or for a long period of time.
6800-6840	Sickness and accident weekly indemnity: Protection for employees suffering sickness or disability. May supplement a short-term, sick-leave plan or a long-term disability plan.
6910	Mandatory retirement/extensions: Refers to a compulsory retirement age and employment extensions beyond that age.
7520	Occupational health and safety committee: The Occupational Health and Safety Act provides for mandatory joint committees in establishments with 10 or more employees.
7720	Right to refuse dangerous work: Employees have this right under Section 26 of The Occupational Health and Safety Act.
7820,7840	Workers' Compensation supplements: The employer supplements Workers' Compensation benefits, usually to full pay for employees injured on the job.

Field

8000,8005 Paid bereavement leave: The Labour Standards Act provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service. Serious illness is often included.

8200,8220 Unpaid adoption and paternity leave: The Labour Standards Act provides for 6 weeks' unpaid leave after 12 months' service.

8240-8340 Maternity leave: The Labour Standards Act provides for 18 weeks' unpaid leave after 12 months' service. The employee must give four weeks' notice to start leave and two weeks' notice to return from leave and has reinstatement rights with seniority retained.

8420 Personal health-care leave: Leave for doctor/dentist appointments etc.

9220,9240 Clothing, uniforms, cleaning: According to The Labour Standards Act, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.

9400 Equal pay: A policy of equal pay for similar work regardless of sex or other worker characteristics not related to ability or performance. Equal pay for equal work regardless of sex is provided for in The Labour Standards Act.

Affirmative Action Program: A program to increase the representation and advancement opportunities of women, native persons and/or handicapped persons in the workplace.

9420 Upgrading, training, apprenticeship: Includes employer support of courses taken at employee initiative.

Appendix B

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